



**MEMORANDUM OF UNDERSTANDING
BETWEEN
ZETA PHI BETA SORORITY, INC.
AND THE
UNITED STATES FISH AND WILDLIFE SERVICE**



This Memorandum of Understanding (MOU) is made and entered into between Zeta Phi Beta Sorority, Inc. (Zeta) and the United States Fish and Wildlife Service (Service), hereinafter referred to as “the Parties.”

I. PURPOSE

The purpose of this MOU is to provide a framework for cooperation to promote outdoor recreation, conservation and natural resource management to African Americans and other diverse groups; to promote outreach efforts to African American communities and organizations regarding the mission of the Service and to actively engage African American participation in the Service’s work; and to encourage students and professionals to consider careers in the Service. This cooperation serves the parties’ mutual interests.

II. STATEMENT OF MUTUAL INTEREST AND BENEFITS

The Service’s mission is to work with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. These efforts are accomplished through many dedicated Service employees. In carrying out this function, the Service is to increase the knowledge, awareness, and appreciation of the Nation’s natural resources for all diverse groups of Americans that it serves.

Zeta is a historically African American sorority organization with an active membership composed of thousands of women throughout the United States of America focused on issues that impact African American youth and communities. Founded in 1920, Zeta does not discriminate on the basis of skin color, or race/ethnicity.

By entering into this MOU, both parties recognize that they have common interests and responsibilities, which include increasing knowledge, awareness and appreciation of wildlife conservation and natural resource management within the African American community.

III. RESPONSIBILITIES

To actively promote the goals of this MOU, the Parties agree as follows:

A. Zeta will make efforts to:

1. Promote programs of the Service that work with the Sorority’s existing “Zetas Have Heart” initiative, and help membership and external audiences understand the connection

between outdoor recreation and healthy lifestyles;

2. Promote opportunities for Zeta's youth groups to visit national wildlife refuges and participate in both outdoor recreational activities, such as hiking and exploration, and educational activities including, but not limited to, those geared towards learning about the benefits to our food supply achieved by taking care of wildlife and nature.

B. The Service will make efforts to:

1. Provide Zeta with proposed activities that can be conducted throughout the country for targeted outdoor recreational activities on national wildlife refuges during National Wildlife Refuge Week;
2. Provide opportunities to Zeta to work in partnership with the Service on campaigns to raise awareness about the health benefits and opportunities associated with outdoor recreation, and connecting to nature;
3. Provide opportunities to Zeta to promote the pursuit of biological sciences careers through stewardship and STEM (Science, Technology, Engineering, and Math);
4. Provide Zeta with capacity-building assistance to learn about the core functions of the agency, including but not limited to, the Service's programs and grant- and third-party funding opportunities;
5. Pursue outreach initiatives to the African American community, through Zeta, that inform and educate African Americans on the mission of the Service, and that actively encourages their participation in Service work;
6. Provide opportunities, where possible, for Zeta-identified leaders to provide input to the Service on Service policy and decision-making as to how those policies affect African American communities; e.g., nominate qualified leaders who are representative of African American communities to serve on Service community task forces, advisory boards, etc.; and,
7. Actively promote and disseminate this MOU to Service regional offices and individual Service leaders so that these entities are aware of, and participate in, its provisions, and so that they understand the Service's commitment to its success.

IV. IT IS MUTUALLY AGREED AND UNDERSTOOD BY AND BETWEEN THE SAID PARTIES THAT --

1. Specific work projects or activities that involve the transfer of money, services, or property between the parties to this MOU will require execution of separate agreements or contracts. Each subsequent agreement or arrangement involving the transfer of money, services, or property between the parties to this MOU must comply with all applicable statutes and regulations, including those statutes and regulations applicable to procurement activities, and must be independently authorized by appropriate statutory authority.

2. This MOU in no way restricts Zeta or the Service from participating in similar activities or arrangement with other public or private agencies, organizations, or individuals.
3. This MOU is neither a fiscal nor a funds obligation document. Any endeavor involving reimbursement or contribution of funds between the parties of this MOU will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors will be documented in separate agreements, contracts, or leases made in writing by the representatives of the parties and shall be independently authorized by appropriate statutory authority.
4. This MOU may be modified or amended upon written consent of all parties.
5. Each party will designate three (3) members to an oversight group, which will be established within 60 days of the effective date of this MOU, in order to develop specific action items to further the aims of the agreement. Each designee to the oversight group will be mutually acceptable to the parties. The parties agree to meet annually to review and evaluate the effectiveness of the program and the MOU.
6. In carrying out the terms of this agreement there shall be no discrimination against any persons because of race, color, national origin, age, religion, sex, sexual orientation, or disability, in compliance with the nondiscrimination provisions contained in titles VI and VII of the Civil Rights Act of 1964, as amended; the Civil Rights Restoration Act of 1987, and other nondiscrimination statutes, namely, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination in Employment Act of 1975, and in accordance with the policies of the Department of the Interior and Fish and Wildlife Service, which provide that no person shall, on the grounds of race, color, national origin, age, sex, religion, marital status, sexual orientation, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Department of the Interior or any Bureau thereof.

V. DURATION AND TERMINATION

This MOU shall become effective as of the date of approval and shall continue in effect for a period of five (5) years (the "Term"). At the end of the Term, this MOU shall automatically renew for successive one year terms until terminated by either party. Either party hereto may terminate this MOU with or without cause by giving the other party 30 days' prior written notice.

VI. AUTHORITIES

This MOU is entered into by the Service under the following federal authority:

Federal Agencies: The Economy Act of June 30, 1932, as amended (Public Law 97-258, 31 U.S.C. 1535-1536).

IN WITNESS WHEREOF, the Parties have executed this MOU as of the last date written below:

Daniel M. Ashe, Director
U.S. Fish and Wildlife Service

Date:

Mary Wright, International Grand Basileus
Zeta Phi Beta Sorority, Inc.

Date:

Nell Ingram, National Executive Board Chair
Zeta Phi Beta Sorority, Inc.

Date: